Hatch

Impact Report

2025 - 2026



Registered charity in England and Wales (1161801)



£17 MILLION+

In turnover and funding growth for our founders by the time they graduated since 2022.

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WE EMPOWER UNDERREPRESENTED ENTREPRENEURS WITH THE TOOLS TO GROW UNIQUE BUSINESSES THAT MAKE THE UK SOCIALLY, CULTURALLY AND ECONOMICALLY RICHER.

Hatch Enterprise is the UK's leading charity championing equal access to entrepreneurship, named one of **Europe's Leading Startup Hubs** by the Financial Times **for three years running since 2024.**

We remove barriers to entrepreneurship so that **anyone** can start and grow a business, namely those facing structural barriers due to their gender, ethnicity, disability and age.



The Problem

It's easy to have an idea, but bringing an idea to life requires execution. Underrepresented entrepreneurs lack access to the knowledge, networks, and funding they need to take this step.

Without these resources, they remain unfairly prevented from realising their entrepreneurial potential to positively impact their own lives and wider society.

How we make change

We are that bridge between idea and execution, delivering multi-month business support programmes, mentoring, expert masterclasses, peer collaboration, and real-world opportunities that provide access to these exact resources.

By closing persistent gaps in access, underrepresented entrepreneurs can imagine, launch, and grow impactful businesses with an equal chance of success.

Our Vision

An inclusive ecosystem where everyone has access to the power of entrepreneurship to create a fairer economy, stronger communities, and a better world.



CEO welcome

When I was young, I watched my father set up a charity in the Philippines. I saw what one person with a vision for a better world can achieve, and how far that impact can travel.

Now, nearly 40 years later, I'm writing this introduction, looking back on my first year as CEO of Hatch Enterprise following in the footsteps of Dirk, Hatch's founder. It certainly feels quite surreal. During the 2025-2026 year I've had the privilege of bringing our five-year strategy to a close, and today I get to share what we've achieved in such a short space of time with our partners by our side.

Since 2021 Hatch Enterprise has delivered over 80 cohort programmes to more than 1,200 underrepresented entrepreneurs. We've supported thousands more through community events across the UK. We've distributed well over £1 million directly to underrepresented founders through The Hatch Fund.

Our strategy's legacy lies in over £17 million turnover growth and new funding for our founders, hundreds of new, meaningful jobs, and tens of thousands of lives made better by innovations built by our founder community; people who truly understood their challenges and decided to take action, just like my dad did.

So our success as a charity truly comes to life in the success of our founders, who are the cornerstone of this Impact Report. There are hundreds of individual stories, and every one reminds me that change is contingent on who can play their part in making it.

As we move into this next chapter, our waiting list stands at over 3,700. So what's next for Hatch will be rooted in making sure their talent isn't wasted for lack of access.

To every partner who has backed us: none of this happens without you. Your donations, grants and sponsorships are the engine behind Hatch - putting economic power and changemaking capacity behind those who have been overlooked and undervalued for too long.

THANK YOU.

Rebekah Sun,
CEO of Hatch Enterprise

Funders and partners between 2025-2026:

ARES Charitable Foundation
NatWest
Pizza Hut
UBS
City Bridge Foundation
Southwark Council
SB Simply Business
Funding Circle
Linklaters
Esprit Foundation
ebay Foundation
Postcode Lottery
Postcode Innovation Trust
The Company of Entrepreneurs Trust
Aareon
Peabody
Skadden
ybi Youth Business International
Pura Advisory
The Future Kind Collective

2025-2026

programme impact at a glance.

£1,028,111 The **total turnover increase** reported by programme graduates between onboarding and graduation - enabling them to reinvest through equipment, stock and new staff.

£238,809 The **amount of grant funding distributed** between 91 Hatch alumni this year through The Hatch Fund. Each grant provided vital startup funds, easing the financial burden of starting a business on underrepresented founders.

30% The percentage of graduates who **increased their number of employees** between onboarding and graduation - each one creating localised, meaningful employment opportunities for others.

£720,275 The **amount of funding secured** by founders by the time they graduated from their Hatch programme - every penny contributing to projects building a better world.



Our long-term impact at a glance.

A year into my role as Chair, I'm more convinced than ever why Hatch's work matters. Most business support programmes are good at producing results that succeed in one, or maybe two key areas.

Hatch is different; carefully crafting and delivering tailored enterprise support that is unlike anything else I've seen and the results are tangible: **strong trends in social impact, economic growth and employment growth,** in addition to the unique mark a Hatch programme will leave on every individual.

And the reason so much can come from a single programme is simple: **The Hatch team knows that's what it takes to truly level the playing field.** Valuing the soft skills just as much as the logistical stuff to build ambitious entrepreneurs with the resilience and skills to actually execute their ideas.

Hatch is laying the groundwork to help dreamers actually become doers, social changemakers, and wealth creators in the first place.



Mark Leigh, Chair at Hatch Enterprise

All programmes

Founders who graduated from a programme between 2023 - 24 and reported back to us 12 months later have collectively:

Economic impact

increased their turnover by a further **£1.16 million** *(up 29.9%)*

Employment growth

created **179** new paid work opportunities within their businesses

Social impact

addressed **15** of the 17 UN Sustainable Development Goals, most often by improving health and wellbeing and reducing inequalities **(SDG 3 & 10)**

We measure founders' progress long term to capture the result of implementing what they learn. Twelve months after completing their programme, we ask them how their business has changed.

This page brings together what founders' businesses look like a year on across three areas: economic, employment and social impact.

Launchpad

For starting a business. In twelve months, on average, each Launchpad cohort:

launches **7** new businesses and brings in **£51,585** of turnover and secured funding

creates **10** new paid work opportunities

has a distinctive focus on improving access to decent work and economic growth **(SDG 8)**

'I wouldn't have launched had I not been on the programme'

Incubator

For business development. In twelve months, on average, each Incubator cohort:

grows their turnover by **£164,000** *(up 67%)*

creates **15** new paid work opportunities

has a distinctive focus on peace, justice and strong institutions **(SDG 16)**

'[The programme] positioned the business to become investment-ready, which is exactly where we are now.'

BUSINESS SUPPORT PROGRAMMES.

Business support programmes are the ‘bread and butter’ of what we do. They exist to close gaps in knowledge, skills and confidence holding underrepresented founders back from success by prioritising in-depth learning that makes a genuine impact.

This year, 279 founders went through months of bespoke hands-on learning, network building, and mentoring on a Hatch programme.

Each individual gained the skills, confidence and professional networks they needed to start and grow businesses that have a positive impact on their communities. These skills mean more autonomy for underrepresented founders, more income potential, more capacity to deliver for the people they aim to serve, more jobs, and more impact.

We’re often the first business support founders experience, as one of the only organisations to show up for them in the earliest stages of trying to start a business.

We’re there to build their **self-confidence.**

We’re there **to help them get their first sale.**

We’re there to help them **make the right business decisions and minimise risk.**

And at its core, our guidance is the reason many underrepresented founders are able to take their idea to launch in the first place.



The percentage of founders addressing at least one of the UN Sustainable Development Goals through their business this year.

80%

17

The number of programmes delivered this year.

80%

of this year's graduates were women or people of another marginalised gender.

58%

of this year's graduates were from an ethnic minority background.

40%

of this year's graduates were Disabled or neurodivergent.

22%

of this year's graduates were aged 30 or under.



Hatch programmes

IDEATION & EARLY STAGE

Get Ready To Start *[NEW]*

For aspiring entrepreneurs looking to explore an idea before committing significant time or financial resources.

Launchpad

For fundamental business knowledge, personal skill development and access to the vital networks underrepresented founders need to turn a business idea into a viable business.

BUSINESS DEVELOPMENT

Incubator

Enables long-term business growth by helping founders map out what they need to accelerate turnover, win funding, manage their social impact, and take on staff.

Elevator *[NEW]*

Filling topic-based skill gaps for founders looking for measurable results with minimal time commitment.

SCALE-READY

Accelerator

Teaches founders how to streamline their systems and develop the necessary leadership skills to lead a scale-ready business.

Deep Dive *[NEW]*

Providing support for founders to overcome common challenges connected to growth, hiring or thinking of long-term investment.

100%

... of founders who graduated from our ideation, early-stage and development stage programmes this year reported an increase in one or more of our **outcome star areas;** a set of metrics we use to track growth in skill and confidence.

Every skill learned culminates in a strong foundation of business acumen for every underrepresented founder we support,

so they can confidently tackle even the most persistent challenges entrepreneurship can bring.

"

Everything I learned, I could apply straight away, which made the experience incredibly

GROUNDING AND PRACTICAL.

Paula Ayoade, Incubator alum, Hatch Fund grantee and founder of BabyCare Reach CIC



Supporting young people to access entrepreneurship as an alternative form of employment.

Simply Business

In partnership with Hatch

We partnered with Simply Business, one of the UK's biggest SME insurance providers, to kickstart the careers of ten young business leaders through the Young Entrepreneur Fund.

All ten participants received resources they may never have had the opportunity to access otherwise, a £5,000 grant from Simply Business and a curated 6-week business support programme delivered by Hatch.

The campaign was delivered as part of Simply Business' ambitious Big Dreams Project, aiming to help 10,000 small businesses start or grow by 2030.





12,000 applications

The campaign launched on A-Level results day, and garnered support from successful celebrity entrepreneur Professor Green who joined the judging panel.

Nationwide coverage

The campaign secured 80+ pieces of media coverage. Everything from industry-focused press to nationwide news outlets covered the Young Entrepreneur Fund story.

Featured on The One Show

The campaign's popularity propelled the campaign onto BBC's The One Show, giving much needed airtime to the conversation about youth entrepreneurship.

As seen on

BBC ONE



Insight from our funding partner

Simply Business

Together we've delivered nationwide campaigns, programmes that develop entrepreneurial skills, funding and volunteering opportunities, all working towards the Big Dreams Project: our common goal.

"

I've worked with many charitable partners over my career leading corporate impact programmes and

HATCH IS TRULY AMONG THE BEST.

We have been able to co-create something ambitious and meaningful together because of their creativity, can-do approach, responsiveness and flexibility.

Siena Parker, Global Head of Impact at Simply Business

ECONOMIC IMPACT.

For those systematically underserved by our economy, starting a business and running a business often carries more risk.

That's why we prioritise financial education and funding opportunities, increasing the likelihood that founders achieve both short-term and long-term economic success.

+116%

'I know how to **access the funding I need**'

There's an overwhelming number of avenues founders can explore. We teach founders what they can access, and how to identify the right option.

+80%

'I know how to manage my **business finances**'

The right financial literacy makes running a business feel possible. We teach founders their legal obligations, the fundamentals of cashflow and forecasting.

'I know how to access the funding I need' and **'I know how to manage my business finances'** are knowledge areas that consistently improve most for our ideation and early-stage founders.

£1,028,111

The total turnover increase reported by this year's programme graduates between onboarding and graduation.

"My entrepreneurial journey wasn't a choice; it was a necessity financially.

The programme gave me the confidence and tools I needed and Hatch has been instrumental in me being able to successfully achieve a profitable first year.

I'M SO PROUD TO BE A HATCH GRADUATE.

Making the right business decisions early delivers better economic results.

In some cases, those financial decisions are what makes or breaks a business in the first few years.

Hatch alumni who completed their 12-month post-programme forms increased their turnover by

29.9%





91

grants distributed through The Hatch Fund this year, totalling...

£238,809

Investing in potential since 2022...

THE HATCH FUND.

Hatch is often the first organisation to provide funding for founders to invest in their businesses.

It makes every grant an invaluable vote of confidence.

Each non-repayable grant from The Hatch Fund can be spent on startup costs the founder deems most beneficial to their business. But typically, applications will request funding for essential resources they've identified whilst on their Hatch programme - like website design, product development, specialist equipment or marketing capacity.

Funding partners of The Hatch Fund include:

NatWest

ARES Charitable Foundation

Southwark Council

Applications are assessed in partnership with Groundwork UK. Each is reviewed by individual assessors before being brought to a panel. Founders are supported through the process with a step-by-step guide and live sessions to ensure founders are not disadvantaged by unfamiliarity with grant applications. Assessment criteria includes social impact alongside growth potential.

A new standard for accessible business support.

ARES Charitable Foundation

In partnership with Hatch

52% of Disabled business owners have experienced a barrier to entrepreneurship due to their disability or health condition. [1]

So we developed a Launchpad that provides the foundations Disabled people need to launch a business that can generate income. Too many Disabled people are shut out of employment, and entrepreneurship offers a unique opportunity for Disabled people to custom-build a working environment that enables success.

> A year on, I'm a different leader: **more decisive, more resilient** and much clearer on where I want to take things next.
>
> That shift in mindset has been **the real catalyst behind everything else we've achieved.**

Gwendoline Thornton, Hatch Launchpad alum, The Hatch Fund grantee, ambassador and founder of THEWORKSHOP.LTD

1 - Business Without Barriers, Federation of Small Businesses [2021]

Combined turnover:

£132,622

12 months after graduating, up from £2,572 when they joined the Launchpad.

Paid staff for businesses on the Launchpad increased by

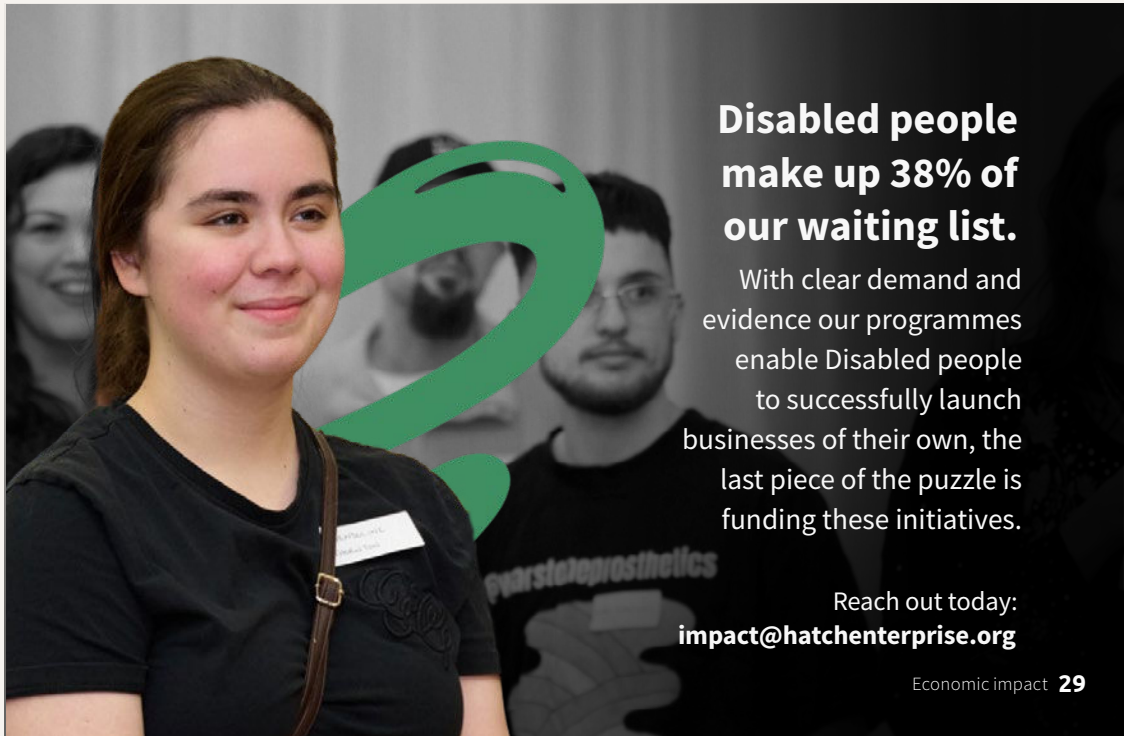
150%

Freelancers hired by businesses on the Launchpad increased by

189%

Ten out of fifteen businesses launched within twelve months

10 launched | **2** plan to launch



Disabled people make up 38% of our waiting list.

With clear demand and evidence our programmes enable Disabled people to successfully launch businesses of their own, the last piece of the puzzle is funding these initiatives.

Reach out today:
impact@hatchenterprise.org

IMPACT ON EMPLOYMENT

Whether you're employing yourself or others for the first time, you need strong, confident leadership.
We teach underrepresented entrepreneurs how to feel assured about hiring - so they're equipped to know when to hire, how to hire and who to bring on board.

30%

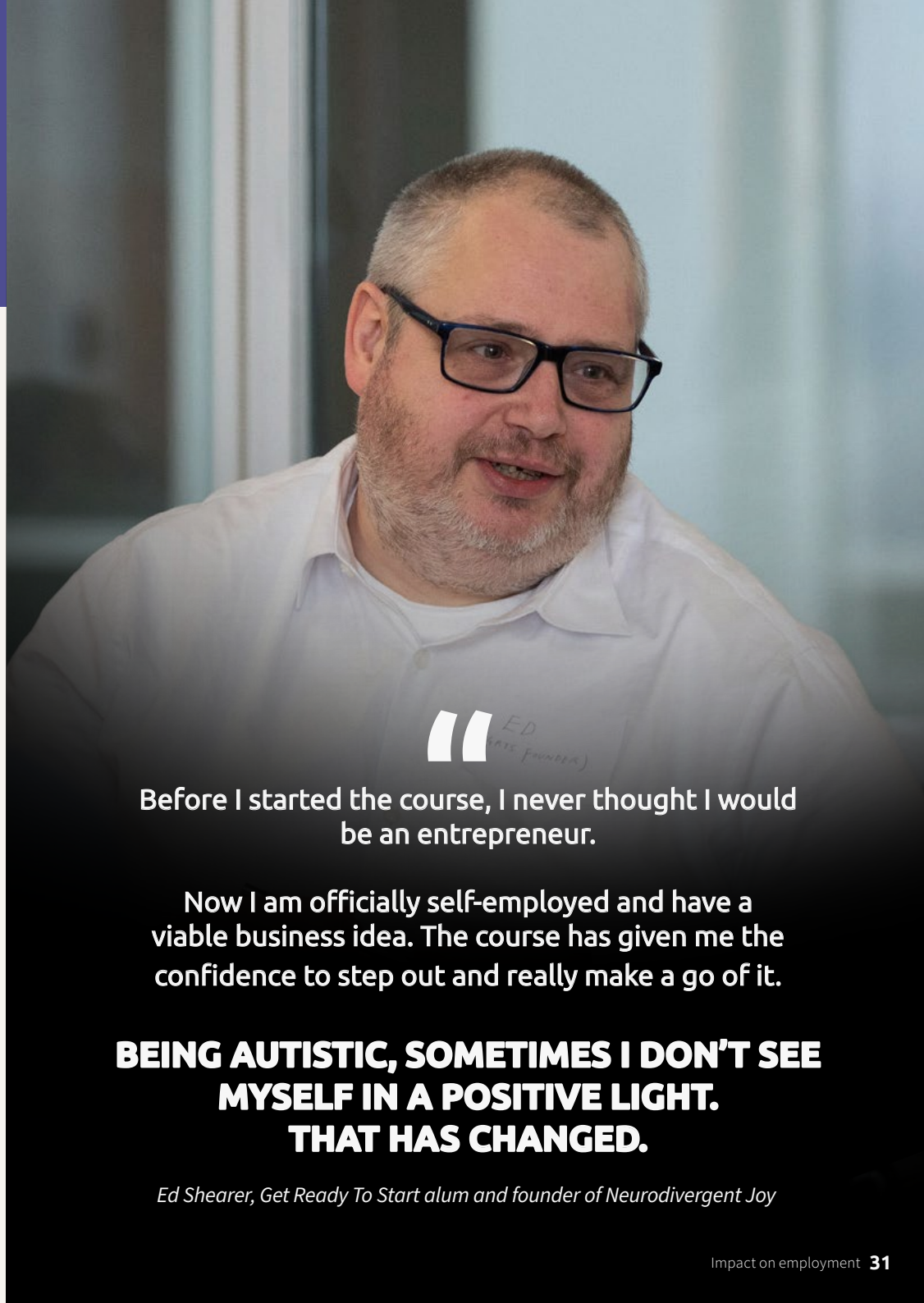
The percentage of founders who increased their staff numbers whilst on a Hatch programme this year.

Ideation & early-stage alumni:

'I know how to **lead** my organisation effectively'

+50%

Our focus is always the individual entrepreneur. Every programme explores entrepreneurial mindset and wellbeing alongside key business topics. Together, these skills make stronger leaders with the confidence to make impactful business decisions.



"Before I started the course, I never thought I would be an entrepreneur.

Now I am officially self-employed and have a viable business idea. The course has given me the confidence to step out and really make a go of it.

BEING AUTISTIC, SOMETIMES I DON'T SEE MYSELF IN A POSITIVE LIGHT. THAT HAS CHANGED.

Ed Shearer, Get Ready To Start alum and founder of Neurodivergent Joy



Jana Devlin is building a career on her terms.

She is the founder of Girl Squad: an AI-powered platform where women exchange their time and kindness, matching them to the women, communities, events, or female-owned businesses they need. **A former strategic graphic designer, her life changed when she was diagnosed with early-onset menopause, ADHD and PMDD while single parenting.**

"I HAD TO QUIT MY JOB BECAUSE I WAS BURNING OUT EVERY MONTH.

It was while all this was happening that I realised how many other women out there are struggling too. **I decided I had to do something about it.**

Before the programme I felt isolated and lost. But the things Hatch taught us made such a big difference to actually getting you on the right path.

And because my cohort was specifically for disabled people like me, who had more challenges in life, I didn't feel so alone.'

HATCH GAVE ME THE KNOWLEDGE, FINANCIAL CAPACITY AND CONFIDENCE TO KNOW I CAN BUILD A BUSINESS OF MY OWN.

The £1,000 Hatch grant was instrumental in making all of this possible - it directly funded our legal incorporation, virtual office address in Covent Garden, website domains and crucial digital tools like Google Workspace and AI subscriptions.

Now I know the steps I need to take to build Girl Squad in a way that makes my career sustainable and my life more fulfilling, using my experience to improve women's lives.

When founders on our programmes succeed, they create meaningful, purpose-driven work across the UK.

45

jobs created.

Hatch Launchpad and Incubator alumni who graduated between 2023 and 2024 have created 45 new jobs and 93 freelance employment opportunities across the country in the 12 months since they graduated.



OVER 140 JOBS CREATED IN THE LONDON BOROUGH OF SOUTHWARK

...since 2022.

Hatch worked with Southwark Council to provide responsive business support to local businesses with diverse leaders through the Southwark Pioneer Fund.

Over **7,000 hours** of business support facilitated diversification and growth for the borough's local businesses - leading to **149 new jobs**, and **a further 441 safeguarded**. Alumni also entered the supply chain through Local Authority contracts, delivering needs-based services by and for the local community.

£227,476
of grant funding distributed.



SOCIAL IMPACT.

Underrepresented entrepreneurs are social innovators.

They bring businesses into the world designed to address specific, persistent problems experienced by people who are commonly underserved by innovation.

But lived experience alone often won't facilitate change at the scale that's needed.

They need to be able to evidence the impact of their work, which is why we teach essential skills social entrepreneurs need.

+79%

'I know how to **measure** the impact of my business'

Without data, a business cannot prove its value to funders. We teach founders what strong impact measurement looks like, what to collect and how to do it.

+74%

'I know how to **communicate** the impact of my business'

Having impact data is one part of the puzzle. We teach founders how to craft powerful stories from their impact data to show investors and customers their value.



Hatch sparked Akil's entrepreneurial confidence after his personal experience finding a career in the legal industry.

Now he's using his new business skills to lift others higher.

Akil Hunte is a Lawyer and Founding Chair of NRG Lawyers, a not-for-profit that seeks to boost social mobility and bridge educational inequality in the legal industry by improving access to legal career opportunities for non-Russell Group graduates.

"

I first dreamed of being a lawyer at primary school, but I didn't have any touchpoints. **I just knew that I wanted to use my voice for good, and landmark cases like Stephen Lawrence's sharpened that conviction.**

Achieving my goals wasn't the smoothest journey. I initially carved out a career as a solicitor in the music and intellectual property sectors despite not having a strong support system and underperforming at school.

I fought hard and achieved my dream career, but my experience getting here created the vision for NRG Lawyers.
I knew I wanted to inspire people facing the same barriers to the legal industry that I had. **But I didn't yet have the tools.**



JOINING THE HATCH INCUBATOR CHANGED EVERYTHING.

Until I took part in the programme my sense of worth had been rooted in my role as a lawyer. But Hatch unlocked a new level of belief. I learned to solidify my vision, make decisions with conviction, and build my business with clear intention.

Today I've used those skills to carve out a role as an international speaker, lawyer and social entrepreneur.

Using my legal experience and growing entrepreneurial drive, I'm working to open up pathways for others like me, who have never seen themselves represented **- to succeed.**

Building a better world through the United Nations

SUSTAINABLE DEVELOPMENT GOALS.

The Sustainable Development Goals are a set of 17 global goals set by the United Nations, serving as a universal call to action to end poverty, protect the planet, and ensure peace and prosperity for all people by 2030. **Collectively, this year's alumni are addressing all 17 goals.**

150

The number of founders working towards Goal 3: **'good health & wellbeing'**

97

The number of founders working towards Goal 10: **'reduced inequalities'**

66

The number of founders working towards Goal 4: **'quality education'**

Penificent produces culturally representative comics, empowering 'hard-to-reach' youth to safely explore difficult topics like violence, abuse and mental health.



"Hatch gave me the structure, confidence, and entrepreneurial thinking to turn our storytelling into a sustainable social impact organisation.

The support helped me professionalise our pitch and clearly communicate our value, **which directly led to new partnerships and commissions.**

Anthony Aina, Hatch alum, ambassador and founder of Penificent

FUND ACCESS TO ENTREPRENEURSHIP

Success within entrepreneurship has long favoured a select few with access to wealth, networks and a safety net.

We're committed to dismantling these unequal systems, striving for a fairer future where business serves as a force for good that's accessible to all.



3,700

The number of people currently on our waiting list.

2,200

The number of aspiring founders looking for Hatch's support to launch.

880

The number of established founders looking for Hatch's support to grow their impact.

Fund a cohort programme.

We're looking for new partners to fund the delivery of our evidence-backed, award-winning entrepreneurship programmes, ranked amongst 'Europe's Leading Startup Hubs' by the Financial Times for three years running.

Make an unrestricted donation.

As a charity, we rely on unrestricted donations to cover our core costs and deliver the ongoing support our alumni need. With access to unrestricted funds, the Hatch team can deliver reactive support based on real-time evidence of need.

Design a bespoke partnership.

Our waiting list holds entrepreneurial talent across counties, industries and customer bases. A perfect opportunity to build a partnership that directly addresses your ESG goals or Social Value reports with a credible, evidenced story you can share with customers, investors and employees.

Every partnership with Hatch comes with access to:

Employee volunteering

Measurable impact reporting

Structured grant-giving options

Reach out today to explore your perfect partnership:

impact@hatchenterprise.org



Insight from our funding partner

Pura Advisory

"

When we started Pura Advisory, giving back was non-negotiable for us and the brand we wanted to build. Hatch Enterprise immediately stood out as the perfect charity partner.

Their support for underrepresented founders is a cause our team and our clients can relate to, and their volunteer opportunities allow our team to get actively involved in their mission.

It's been an honour to see firsthand the difference our contribution is making, and to share the business knowledge I've accumulated over 20 years to support up-and-coming entrepreneurs with big ambitions who deserve their chance to succeed.

If you're looking for a charity partner that can offer you and your team a meaningful way to make a difference in society through business, I'd thoroughly recommend exploring the opportunities available to join us.

Gb Ladipo, Founding Partner at Pura Advisory

As seen in

The Guardian Forbes THE NEW STATESMAN PIONEERS POST fe news

We're building a better world through entrepreneurship.

Images used within this Impact Report represent businesses run by Hatch Enterprise beneficiaries.

Thank you to every founder who took the time to send us images of their businesses in action and quotes about their experience for this report.

In order of appearance:
BEAME, founded by Eniye Okah
Wakuda, founded by Albert Larter
The Happy Nutrition Co. Ltd, founded by Claire Barnes
Edy and Bridge Ltd, founded by Michael Curniffe
Carer Love, founded by Keisha Ferrell
BabyCare Reach CIC, founded by Paula Ayoade
The.Workshop, founded by Gwendoline Thornton
Ed Shearer, founder of Neurodivergent Joy
Girl Squad, founded by Jana Devlin
Our Goal CIC, founded by Ella Williams
The Flygerians, founded by Jessica Edun
May Marigold CIC, founded by May Gauntlett
NRG Lawyers, founded by Akil Hunte
Penificent, founded by Anthony Aina

SE100 IMPACT PIONEER FINALIST · SE100 FINALIST · SE100 TOP 100 · SE100 FINALIST · UNDERONE D&I AWARDS · STARTUPS HUSTLE25 WINNER